

School Board Meeting:

January 22, 2018

Subject:

2017-19 Custodial Contract

Presenter:

**Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2017-19 Labor Agreement between Independent School District No. 877 and School Services Employees Local 284, AFL-CIO (Custodian, Maintenance, Grounds, A.V. Technician, Laundry and Warehouse)

DESCRIPTION:

On October 30, 2017, the school district began negotiations with members of the Custodian, Maintenance, Grounds, A.V. Technician, Laundry and Warehouse negotiations committee to meet and negotiate a Labor Agreement covering 2017-19. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. Local representatives included: Dan Manz, Kevin Underberg, and Kent Melenich. The School District was represented by Mick Waldspurger, Evan Ronken, Scott Thielman, John Heltunen and Board Members Melissa Brings and Laurie Raymond. Following three sessions, a tentative agreement was reached on December 21, 2017 and the Union's ratification vote affirming the agreement was held on January 15, 2018.

Contract language changes in the 2017-19 Labor Agreement as well as current practice changes are outlined below:

- The probationary period was extended from 6 months to one year.
- Custodians earn three days of vacation after 6 months of employment.
- Custodial severance is sunset for employees hired after January 1, 2018.
- 403b Matching Contribution Program implemented after 5 years of service in the district.

Compensation changes in the 2017-19 Labor Agreement are outlined below:

- Year 1 salary schedule improvement of 1.0%.
- Year 2 salary schedule improvement of 1.0%.
- Year 1 Individual Premium district contribution increase of 20.0%.
- Year 2 Individual Premium district contribution increase of 10.0%
- Year 1 Dependent Premium district contribution increase of 20.0%.
- Year 2 Dependent Premium district contribution increase of 10.0%
- Elimination of Step 1 for Part-Time Custodians.
- Increase of Step 2 to \$14.25 and Step 3 to \$15.00 for Part-Time Custodians.
- Total Package 7.56% (MSBA 5.89%)